

Union Elementary School --- Anti-Bullying Plan

<p>Policy Statement Against Bullying</p>	<p>It is the belief of everyone at Union Elementary that persons (including but not limited to students, staff, parents, and visitors) deserve to be treated with respect regardless of any individual differences. Union Elementary will be a safe, orderly, and inviting working and learning environment. Bullying is not acceptable in Union County Public Schools. The school commits itself to non-discrimination in all its educational and employment activities. We prohibit unlawful discrimination, harassment, and bullying however motivated, directed toward any person or group, including, but not limited to acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, disability, ancestry, national origin, gender, socio-economic status, academic status, gender identity, sexual orientation, physical appearance, association with a person who has or is perceived to have one or more of these characteristics.</p>
<p>Defining Bullying Behavior</p>	<ol style="list-style-type: none"> 1. Bullying is defined at Union Elementary as verbal or physical intimidation that psychologically, socially, or physically threatens the security and physical or mental well-being of another. The student must show a pattern (of 2 or more incidents) to be considered “bullying.” 2. “Bullying or harassing behavior” is any pattern of gestures, written, electronic, or verbal communications, any physical act or threatening communication that takes place on school property, at any school-sponsored function, on a school bus or any time or place when the behavior has a direct and immediate adverse effect on maintaining order or discipline in schools. 3. Cyber bullying is when a person is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another person using the Internet, interactive and digital technologies, or mobile phones. It has to have a minor on both sides, or at least have been instigated by a minor against a minor. Students may not use a computer or computer network to harass or bully a school employee (examples are found in the BOE policy).
<p>Statement of Purpose</p>	<p>At Union Elementary School we plan to institute an anti-bullying campaign which utilizes students, teachers, parents, volunteers, guidance counselors, etc. to recognize and address any form of bullying that takes place at our school. We will promote respectful relationships within the whole school community. This includes the school, buses, and school events that occur on and off of campus. Union Elementary understands the importance of building up and encouraging those around you, and we will take proactive measures to prevent bullying.</p>
<p>Managing Bullying</p>	<p>Union Elementary will take a proactive approach to dealing with bullying by providing the following opportunities for our students and staff:</p>

Counseling

- 1- Classroom Guidance lessons that teach students the types of bullying, the roles in bullying, and the short term and long term effects it has on all those involved. She will also teach students examples of what bullying is not. We will teach character education lessons that emphasize becoming caring students who accept individual differences. One resource that will be used is character education video clips so kids can identify with characters/situations they are familiar with.
- 2- Individual Counseling opportunities will be offered to those who fall victim to bullying or those that are bullies themselves.
- 3- Small Groups will be conducted for those students who fall victim to bullying or those that engage in bullying.
- 4- Classroom guidance lessons will also focus on the definition of cyberbullying. Students will learn proper ethical usage of the Internet and other technological devices.
- 5- The counselor will present information during a staff meeting pertaining to how teachers can promote respect in their classrooms to prevent bullying and how to deal with bullying behavior.

Classrooms

- 1- Classrooms will utilize classroom meetings to discuss bullying
- 2- School counselor will integrate bullying into classroom lessons
- 3- Classroom teacher will adjust seating as needed
- 4- Classroom teachers will assign classroom buddies if bullying has been reported
- 5- Teacher will "check-in" with students who have reported bullying.

School-Wide Level

- 1- Unified effort of faculty and staff
- 2- STAR Tickets and Personal Bests will be given to students for going above and beyond expectations; students may redeem tickets for prizes.
- 3- PBIS is implemented school wide to promote positive behavior.

Strategy for Dissemination

1. The plan will be discussed and voted on at the School Improvement Team Meeting.
2. The plan will be shared at a staff meeting.
3. The plan will be shared with parents on the school website.

	<p>4. The school broadcast network and/or classroom guidance lessons will be utilized by the counselor to inform students of the plan and consequences.</p>
<p>Reporting Procedures For Staff and Students</p>	<p>It is our expectation that all occurrences of bullying be reported to the counselor.</p> <ol style="list-style-type: none"> 1- Teachers witnessing or who become aware of a bullying situation should address it right away. Many times the situation can be rectified. 2- Referrals should be made to the School Counselor by the teacher if the situation can't be resolved within the classroom. 3- If a situation cannot be resolved by the teacher and/or the counselor, then an office referral will be in order. At that point, administrators will attempt to resolve the situation using the UCPS guidelines – Consequences for Bullying. It should be noted that extreme cases of bullying will go directly to our administration. 4- A reporting form can be found outside the Counselor's office.
<p>Consequences and Appropriate Remedial Actions For Acts of Harassment, Intimidation, or Bullying</p>	<p>There will be consequences and appropriate remedial action for those involved in bullying. The developmental and maturity levels of the parties, the levels of harm, the reasons surrounding the incident, the nature of the behaviors, the context in which the alleged incidents occurred, and the past history of the parties involved should be considered when posing consequences.</p> <p>The school will follow the UCPS Elementary School Student Handbook Code of Student Conduct (#5):</p> <ol style="list-style-type: none"> 1. First Offense: 0 to 10 days suspension 2. Second and subsequent offenses: 3-10 day suspension <p>Consequences Related to Electronic Devices:</p> <ol style="list-style-type: none"> 1. First Offense: Confiscate item and return to student at the end of the day unless the electronic device results in violation of other policies. 2. Second and subsequent offenses: Confiscate the item and return only to parents. Parent conference required and may include 1 day of ISS, detention, or Saturday School. <p>Upon returning to school, the counselor will meet with any student that has been suspended to review the behavior expectations.</p>
<p>Monitoring and Evaluating</p>	<p>Monitoring/Evaluation</p> <p>We will monitor the effectiveness of our bullying plan by the following –</p> <ol style="list-style-type: none"> 1- End-of-Year discipline reports regarding behavior referrals and the locations where it has occurred. 2- Results of our survey

	<ul style="list-style-type: none">3- Counselor to meet with administration to discuss any incidents of bullying.4- There will be a box for students to leave notes for the counselor, and it will be checked on a regular basis.
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Resources to Support the Anti-Bullying Plan: UCPS Board of Education Policy 4-7, UCPS Elementary Student Handbook